



February 8, 2007

Reply to Attn of:

210.S

Mr. Ashok Jha, President
ADNET Systems, Inc.
164 Rollins Avenue, Suite 303
Rockville, MD 20852

Dear Mr. Jha:

The Goddard Space Flight Center (GSFC) has completed its evaluation of your contract NNG06EB68C for support to the Space and Earth Science Data Analysis (SESDA-II) effort. For this first performance evaluation period, July 1, 2006, through December 31, 2006, ADNET Systems, Inc. is awarded a fee of \$1,431,499, which is approximately 93 percent of the available fee of \$1,539,246. The contracting officer will issue Modification No. 10 for payment of earned award fee. The available and earned fee matrix is enclosed.

In the area of Technical Performance and Program Management, ADNET received a rating of 94 percent, which is in the "excellent" range. Goddard continues to be pleased with the level of technical performance and managerial agility shown by ADNET. Notable events under this performance category include the following:

- Phase-In - The aggressive posture and attention to detail helped ensure a successful transition of employees and managerial staff for the SESDA-II and LASP contracts. The recruitment process during phase-in was implemented as proposed and served GSFC well. Every step was taken to capture the incumbent base and address any capture issues brought forth by employees. ADNET incorporated great flexibility in the hiring process, which resulted in uninterrupted service to the various customers supported by this contract. ADNET's 96 percent incumbent capture rate was impressive, given the dynamics of the Phase-In.
- Customer Satisfaction - Customers are completely satisfied and have the impression that their work is important, regardless of the size. All issues brought forth in a formal or informal manner were addressed in a very timely fashion. ADNET's proactive approach and follow-through are a practice that has worked extremely well within this period and we encourage the continuation of this approach.
- Backfill/Vacancy - Time to fill vacancies was excellent and GSFC encourages continuation of the approach used. From general to specialty areas in support of science

and engineering, ADNET's techniques were aggressive and adjusted as necessary to increase effectiveness.

- IT Security - Responsiveness to incidents regarding computer system compromises has been excellent. This is an area of growing importance to the agency in terms of visibility and practice. ADNET should continue to practice proactive measures to ensure a strong balanced disposition of accessibility and security of the systems used.
- Proliferation of Knowledge/Training - Aggressive stance to ensure sharing of information among work areas and training of staff is beneficial to GSFC. This practice provides knowledge-sharing of skills for the work assigned and cross-fertilization of best practices within the contract.
- Agility - Maximizing the efforts is always an admirable goal. However, in one area, the level of coordination was not ideal and led to some inefficiency among related areas of work. ADNET has clearly recognized these issues internally and has taken a proactive position in addressing the approach to increase the level of efficiency that could be gained.
- Infrastructure - ADNET's off-site facility houses approximately 60 personnel. The offsite facility was operational with full architecture design for staff completed, furnished, computers, phones, and IT Services (e.g., network connectivity, file servers, email servers) on day1 without a single missed "task-day." Any and all issues were identified with alternate plans mitigating risks to eliminate or minimize downtime for staff. This contributed significantly to the fluid transition of the contract.
- Health and Safety - ADNET has taken a significant position in ensuring a safe workplace as it relates to Health and Safety. ADNET worked with Center officials to identify, report, and assisted greatly in the solution to eliminate workplace hazards within the labs. ADNET has implemented medical training programs for employees that could provide life-saving services to both contractor and civil servant employees that work in the surrounding areas. ADNET periodically conducts on-site safety inspections of their facilities to further ensure compliance with the contract requirements of maintaining a safe and healthful workplace for their employees. ADNET reported no lost hours during this reporting period.

In the area of Cost Performance, ADNET received an overall rating of 92 percent, which is in the "excellent" range. The total actual costs and labor dollars for the first period were under the planned for the period, confirming ADNET's outstanding cost planning and control. While cost control measures at the contract level have been very good, ADNET is encouraged to keep a close watch on its cost control at the individual Work Activity Plan (WAP) level, where even small variances can have serious programmatic impact.

In the area of Business Management Performance, ADNET received an overall rating of 94 percent, which is in the "excellent" range. ADNET has shown an extraordinary amount of commitment to fulfilling the requirements of this contract. Goddard has been very pleased with ADNET's flexibility and willingness to provide additional information upon request.

ADNET'S major subcontractors are

Besides the two main subcontractors, ADNET has 12 other signed subcontractor/consultant agreements in place. ADNET's cost approach for subcontracts is excellent and has no adverse cost impact on their respective tasks. Therefore, ADNET's subcontract cost management on SESDA-II has worked very strongly in GSFC's interest.

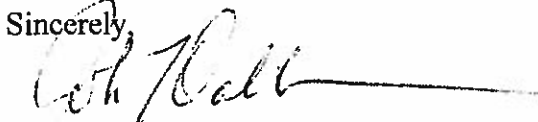
ADNET's integrated web-based system, SESDA-II Enterprise Management System (SEMS), serves as a vital company-developed tool to manage the Work Activity Plan (WAP) initiation, modifications and surveillance process under this contract. The system provides real-time data to the Technical Monitors, Contracting Officer, COTR, and Resource Analysts.

In the area of Equal Employment Opportunity Program Compliance, ADNET's overall representation for minorities and women in the "Total Workforce" and "Officials & Managers" reflects parity below norms. In the "Professionals" category, the "Minority" group is below norms, while the "Female" and "Minority" Female groups are above norms. ADNET should take action to reach parity in the under-represented areas and should initiate recruitment, career development activities, training programs and other activities to improve representation.

In addition, ADNET's minority outreach programs and other established community partnerships support several Government agencies, including GSFC. For the SESDA-II contract, ADNET has partnered with Bowie State University to supply summer interns to GSFC at their own expense. This is commendable and demonstrates ADNET's commitment to Affirmative Employment.

Thank you for the exceptional technical performance and business management support provided during this first evaluation period. Goddard urges you to take a proactive approach when addressing the areas of concern and to continue to strive for excellence in the future.

Sincerely,



John T. Dalton
Fee Determination Official

Enclosure

Under Separate Cover
Modification to the Contract

cc:

100/Dr. Weiler
100/Ms. Perkins
210.S/Ms. Fountain
210/Ms. Acevedo
610/Mr. Kempler
606/Mr. Bennett

AVAILABLE AND EARNED AWARD FEE MATRIX

NNG06EB68C – ADNET

Period 1

July 1, 2006 through December 31, 2006

PERFORMANCE EVALUATION CATEGORY	AVAILABLE FEE		EARNED FEE	
	Percent	Dollar	Percent	Dollar
Technical Performance/ Program Management	60	\$ 923,547	94	\$ 858,900
Cost Performance	25	\$ 384,812	92	\$ 357,875
Business Management Performance	15	\$ <u>230,887</u>	94	\$ <u>214,724</u>
TOTAL *Weighted Average	100	\$1,539,246	93*	\$1,431,499



August 9, 2007

Reply to Attn of:

210.S

Mr. Ashok Jha, President
ADNET Systems, Inc.
164 Rollins Avenue, Suite 303
Rockville, MD 20852

Dear Mr. Jha:

The Goddard Space Flight Center (GSFC) has completed its evaluation of your contract NNG06EB68C for support to the Space and Earth Science Data Analysis (SESDA-II) effort. For this second performance evaluation period, January 1, 2007, through June 30, 2007, ADNET Systems, Inc. is awarded a fee of \$1,462,285, which is approximately 95 percent of the available fee of \$1,539,247. The contracting officer will issue Modification No. 20 for payment of earned award fee. The available and earned fee matrix is enclosed.

In the area of Technical Performance and Program Management, ADNET received a rating of 95 percent, which is in the "excellent" range. Goddard continues to be pleased with the level of technical performance and managerial agility shown by ADNET. Notable events under this performance category include the following:

- Customer Satisfaction – ADNET performed exceedingly well at all levels in support of the scientific and technical assigned work areas. Communications were held at various levels with government personnel and, in all cases, resulted in positive feedback in achieving and exceeding the requirements of the work activity plans. ADNET continues to be open in their assessment/approach to technical, scientific, and managerial issues and is responsive to the government's requirements. The strategic approach of ADNET's Program Management visibility and responsiveness to the government's requirement is a vital element of contract performance and we encourage continuity in this area.
- Risk Mitigation – ADNET's proactive responsiveness was contributory to increased productivity for IT, scientific, and technical related activities. Economical savings were achieved by integrating commercial products, modifying existing system(s) or approach(es), increased intellectual collaboration with internal and external communities, and optimization of limited resources (e.g., personnel, software, flight hardware). ADNET was recently certified through an objective process for compliance with requirements in the area of Project Planning, Project Monitoring and Control, Requirements Management, Process and Product Quality Assurance, Configuration Management, Measurement and

Analysis, and Supplier Agreement Management. This methodology for enhanced process improvement, program performance, and customer satisfaction as applied to the SESDA II contract, is reflected in key areas such as training, mentoring, and engineering processes.

- IT Security – ADNET's responsiveness to incidents regarding computer system compromises and preparatory assistance towards the development in the area of IT Security Plans for the agency's Certification and Accreditation has been excellent. This is an area of growing importance to the agency in terms of visibility and practice. ADNET should continue to practice proactive measures to ensure a strong balanced disposition of accessibility, cross-fertilization of best practices, and security of the systems used.
- Agility – ADNET is commended for the level of effort and coordination put towards resolving issues of specific Work Activity Plans (WAPs) that led to inefficiencies during the last performance period. This effort has improved due to a variety of planned managerial initiatives. Noting some additional alignments could be implemented; we are encouraging upper management to take strategic steps to further optimize efficiencies across related work areas.
- Health and Safety - ADNET has taken a significant position in ensuring a safe workplace as it relates to Health and Safety. ADNET is continuing work with Center officials to identify, report, and assist in the solution to eliminate workplace hazards. During this period, ADNET offered extended medical training programs that teach life-saving techniques to both the contractor and civil servant employees. There were no recorded injuries or mishaps for this period, nor were there any reportable safety findings.

In the area of Cost Performance, ADNET received an overall rating of 93 percent, which is in the "excellent" range. The total actual costs and labor dollars for the second period were under the planned for the period, confirming ADNET's commitment to cost planning and control. While cost control measures at the contract level have been very good, ADNET is encouraged to keep a close watch on its cost control at the individual WAP level, where even small variances can have serious programmatic impact.

In the area of Business Management Performance, ADNET received an overall rating of 97 percent, which is in the "excellent" range. ADNET has shown an extraordinary amount of commitment to fulfilling the requirements of this contract. All contract requirements were submitted on or before the due dates with 100 percent accuracy. ADNET's cost approach for subcontracts is excellent and has no adverse cost impact on their respective tasks; therefore, ADNET's subcontract cost management on SESDA-II has worked favorably in GSFC's interest.

Toward the end of this period, ADNET began its transition to a new integrated web-based system, the _____ will be fully rolled out during the next evaluation period and will feature expanded capabilities, easier navigation, and a more sophisticated user interface. This system, following its predecessor (SEMS), will continue to serve as a vital company-developed tool to manage the WAP initiation,

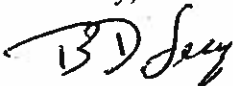
modifications and surveillance process under this contract. The system provides real-time data to the Technical Monitors, Contracting Officer, Contracting Officer's Technical Representative (COTR), and Resource Analysts.

In the area of Equal Employment Opportunity Program Compliance, ADNET's overall representation for minorities and women in the "Total Workforce" and "Officials & Managers" reflects parity below norms. In the "Professionals" category, the "Minority" group is below norms, while the "Female" and "Minority" Female groups are above norms. ADNET should take a more proactive approach to reach parity in the under-represented areas and should initiate recruitment, career development activities, training programs and other activities to improve representation.

Goddard commends ADNET on its minority outreach program, notably the ADNET's Minority Summer Intern program, which supports several Government agencies, including NASA. Also noted during the performance period: team ADNET brought aboard 1 high school and 3 undergraduate minority interns at the company's expense.

Thank you for the exceptional technical performance and business management support provided during this second evaluation period. Goddard urges you to take a proactive approach when addressing the areas of concern and to continue to strive for excellence in the future.

Sincerely,



Bernard D. Seery

Fee Determination Official

Enclosure: Available and Earned Award Fee Matrix

Under Separate Cover: Modification to the Contract

cc:

100/Dr. Weiler

100/Ms. Perkins

210.S/Ms. Fountain

210/Ms. Acevedo

610/Mr. Kempler

606/Mr. Bennett

AVAILABLE AND EARNED AWARD FEE MATRIX

NNG06EB68C – ADNET

Period 2

January 1, 2007 through June 30, 2007

PERFORMANCE EVALUATION CATEGORY	AVAILABLE FEE		EARNED FEE	
	Percent	Dollar	Percent	Dollar
Technical Performance/ Program Management	60	\$ 923,548	95	\$ 877,371
Cost Performance	25	\$ 384,812	93	\$ 357,875
Business Management Performance	15	<u>\$ 230,887</u>	97	<u>\$ 223,960</u>
TOTAL *Weighted Average	100	\$1,539,247	95*	\$1,462,285



August 1, 2008

Reply to Airmail

210.S

Mr. Ashok Jha, President
ADNET Systems, Inc.
164 Rollins Avenue, Suite 303
Rockville, MD 20852

Dear Mr. Jha:

The Goddard Space Flight Center (GSFC) has completed its evaluation of your contract NNG06EB68C for support to the Space and Earth Science Data Analysis (SESDA-II) effort. For this third performance evaluation period, July 1, 2007 through June 30, 2008, ADNET Systems, Inc. is awarded a fee of \$2,921,489, which is approximately 95 percent of the available fee of \$3,078,492. The contracting officer will issue Modification No. 41 for payment of earned award fee. The available and earned fee matrix is enclosed.

In the area of Technical Performance and Program Management, ADNET received a rating of 95 percent, which is in the "excellent" range. Goddard continues to be pleased with the level of technical performance and managerial agility shown by ADNET. Notable events under this performance category include the following:

- Customer Satisfaction – ADNET performed exceedingly well at all levels in support of the scientific and technical assigned work areas. Communications were held at various levels with government personnel and in all cases resulted in positive feedback in achieving and exceeding the requirements of the work activity plans. ADNET continues to be open in their assessment approach to technical, scientific, and managerial issues and is responsive to the government's requirements. The SESDA II technical staff at GES-DISC maintained their consistent high productivity and quality throughout the third evaluation period, even in light of two rounds of significant planned staff reductions. Despite these reductions, task replanning and found efficiencies enabled the DISC workload to be maintained at the same high level. ADNET worked hard and did very well in placing a majority of the people that needed to be let go from GES DISC activities.
- Risk Mitigation – ADNET's proactive responsiveness was contributory to increased productivity for IT, scientific, and technical related activities. Economical savings were achieved by integrating commercial products, modifying existing system(s) or approach(es), increased intellectual collaboration with internal and external communities, and optimization of limited resources (e.g., personnel, software, flight hardware). No

major statements of concern relating to Risk Management were identified; however, functional concerns about ADNET's contract management system identified by the customer should have resulted in early risk detection by the Performance Improvement Director as part of the quality assurance process during development and/or testing of the system prior to implementation for customer use. Although the system was fully functional with expeditious attention given to resolve technical issues, implementation could have been much smoother.

- IT Security – ADNET's responsiveness to incidents regarding computer system compromises and preparatory assistance towards the development in the area of IT Security Plans for the agency's Certification and Accreditation has been excellent. This is an area of growing importance to the agency in terms of visibility and practice. ADNET should continue to practice proactive measures to ensure a strong balanced disposition of accessibility, cross-fertilization of best practices, and security of the systems used. In addition, increase the awareness of application security and best practices among application developers to make products and services less vulnerable to breaches of security.
- Agility – With this performance period being twelve months instead of the usual six, ADNET is commended for their remarkable managerial and technical performance. Considerable use has been made of resources (e.g., ideas, technologies) across SESDA II to provide advice and support to tasks. SESDA II staff performed in an excellent manner in assisting the massive transition of NOMAD users on behalf of the directorate. ADNET can go further in this regard, such as to make more effort to involve staff members in the relevant common interest groups so that expertise and technical approaches can be more effectively shared across the contract.
- Health and Safety – ADNET has taken a significant position in ensuring a safe workplace as it relates to Health and Safety. ADNET is continuing work with Center officials to identify, report, and assist in the solution to eliminate workplace hazards. There were no recorded injuries or mishaps for this period nor were there any reportable safety findings.

In the area of Cost Performance, ADNET received an overall rating of 94 percent, which is in the "excellent" range. The total actual costs and labor dollars for the third period were under the planned for the period, confirming ADNET's commitment to cost planning and control. While cost control measures at the contract level have been excellent, ADNET is encouraged to keep a close watch on its cost control at the individual WAP level, where even small variances can have serious programmatic impact.

In the area of Business Management Performance, ADNET received an overall rating of 96 percent, which is in the "excellent" range. ADNET has shown an extraordinary amount of commitment to fulfilling the requirements of this contract. All contract requirements were submitted on or before the due dates with 100 percent accuracy. ADNET's cost approach for subcontracts is excellent and has no adverse cost impact on their respective tasks. Therefore, ADNET's subcontract cost management on SESDA II has worked favorably in GSFC's

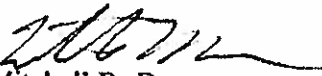
interest.

In the area of Equal Employment Opportunity Program Compliance, ADNET's overall representation for minorities and women in the "Total Workforce" is below norms. In the "Professionals" category, the minorities & women reflects above norms.

It is noted in the "Total Workforce" and "Professionals" categories that there has been a significant decrease in numbers and percentages in all groups. In the "Officials and Managers" category, the "minority" group is above norms, while the "Female" and "Minority Female" groups are below norm. Focused recruiting, development assignments, training, and mentoring strategies may be beneficial in identifying under represented groups for positions when opportunities arise. Upward mobility is an area of serious concern, especially given the low numbers of females in the "Officials & Managers" category. Failure to improve in these areas could result in a lower rating in the future. Goddard commends ADNET on its minority outreach program, notably the ADNET's Minority Summer Intern program, which supports several Government agencies, including NASA.

Thank you for the exceptional technical performance and business management support provided during this third evaluation period. Goddard urges you to take a proactive approach when addressing the areas of concern and to continue to strive for excellence in the future.

Sincerely,


 Mitchell R. Brown
 Fee Determination Official

Enclosure

Under Separate Cover
 Modification to the Contract

cc:

100/Mr. Obenschain
 100/Dr. Leshin
 210.S/Ms. Connerton
 210/Ms. Acevedo
 610/Mr. Kempler
 606/Mr. Bennett

AVAILABLE AND EARNED AWARD FEE MATRIX

NNG06EB68C – ADNET

Period 3

July 1, 2007 through June 30, 2008

PERFORMANCE EVALUATION CATEGORY	AVAILABLE FEE		EARNED FEE	
	Percent	Dollar	Percent	Dollar
Technical Performance/ Program Management	60	\$1,847,095	95	\$1,754,740
Cost Performance	25	\$769,623	94	\$723,446
Business Management Performance	15	\$461,774	96	\$443,303
TOTAL	100		95*	
*Weighted Average		\$3,078,492		\$2,921,489



AUG 12 2009

210.S

Mr. Ashok Jha, President
ADNET Systems, Inc.
164 Rollins Avenue, Suite 303
Rockville, MD 20852

Dear Mr. Jha:

The Goddard Space Flight Center (GSFC) has completed its evaluation of your contract NNG06EB68C for support to the Space and Earth Science Data Analysis (SESDA-II) effort. For this forth performance evaluation period, July 1, 2008 through June 30, 2009, ADNET Systems, Inc. is awarded a fee of \$2,910,714, which is approximately 95 percent of the available fee of \$3,078,492. The contracting officer will issue Modification No. 61 for payment of earned award fee. The available and earned fee matrix is enclosed.

In the area of Technical Performance and Program Management, ADNET received a rating of 94 percent, which is in the "excellent" range. Goddard continues to be pleased with the level of technical performance and managerial agility shown by ADNET. Notable events under this performance category include the following:

- **Customer Satisfaction:** ADNET continues to be open in their assessment/approach to technical, scientific, and managerial issues and is responsive to the Government's requirements. The SESDA II technical, scientific, and administrative staff continued their excellent performance during this period in the areas of science research support, data production/mission operations, education and public outreach, instrument engineering, and information technology. The achievements of the ADNET staff were recognized by numerous NASA and GSFC Exceptional Achievement and Excellence awards. . Most notable was ADNET receiving its second consecutive GSFC Contractor of the Year Award in the Small Business Service category.
- **Risk Mitigation:** ADNET's responsiveness contributed to increased productivity for IT, scientific, and technical related activities. No significant concerns relating to Risk Management were identified during our evaluation process. Improvements made by ADNET to better assess and mitigate risk resulted in fewer documented risks and reduced their associated severity level and time to closure.

- IT Security: This is an area of growing importance to NASA. Overall, ADNET continues to be proactive and effective towards addressing Agency IT security requirements both at GSFC and at ADNET's off-site facility. However, a lack of timely attention given to upgrading required computer system patches during recent vulnerability scans led to several systems being temporarily blocked from the network by the Center's IT Security Office. This impacted at least one scientist's critical work. ADNET should direct its system administration staff to correct reported vulnerabilities in a more timely manner to reduce the chance of computers being impacted unnecessarily.
- Agility: ADNET Systems management of the SESDA II contract ensures that best practices, ideas for improvement, and technology enhancements are shared across all tasks. Staffing to meet new requirements is generally excellent. Some problems were encountered with the staffing of a key system administrator position: the employee lacked the required skills and support suffered while the individual's limitations became apparent and corrective action was taken to provide the needed support.
- Health and Safety: ADNET has ensured a safe workplace for its employees and thereby contributed to the overall safe environment of the Goddard Space Flight Center. ADNET is continuing to work with Center officials to identify, report, and assist in the elimination of workplace hazards. There were no recorded injuries or mishaps for this period nor were there any reportable safety findings.

In the area of Cost Performance, ADNET received an overall rating of 95 percent, which is in the "excellent" range. The total actual costs and labor dollars for the fourth period were under the plan for the period, confirming ADNET's commitment to cost planning and control. While cost control measures at the contract level have been excellent, ADNET is encouraged to keep a close watch on its cost control at the individual Work Activity Plan (WAP) level, where even small variances can have serious programmatic impact.

In the area of Business Management Performance, ADNET received an overall rating of 96 percent, which is in the "excellent" range. ADNET has shown an extraordinary amount of commitment to fulfilling the requirements of this contract. All contract requirements were submitted on or before the due dates with complete accuracy. ADNET's cost approach for subcontracts is excellent.

In the area of Equal Employment Opportunity (EEO) Program Compliance, ADNET is encouraged to take steps to increase minority and women representation which continues to be below regional norms. We understand that the diversity metrics for this contract were impacted by the transition of the National Space Science Data Center (NSSDC) work to the SESDA II contract. However, EEO is an area of great importance to the Government and ADNET is strongly encouraged to continue to work to meet EEO related contract objectives. Goddard commends ADNET on its minority outreach program, notably the ADNET's Minority Summer Intern program, which supports several Government agencies in addition to NASA.

Thank you for the exceptional technical performance and business management support provided during this forth evaluation period. I am confident that you will proactively address the few areas of concern noted above and will continue to strive for excellence in the future.

Sincerely,



Mr. Mitchell R. Brown
Deputy Director for Planning and Business Management
Sciences and Exploration Directorate
Fee Determination Official

Enclosure

Under Separate Cover
Modification to the Contract

cc:

100/Mr. Obenschain
100/Dr. Leshin
210.S/Ms. Connerton
210/Ms. Acevedo
610/Mr. Kempler
606/J. Simpson
580/Mr. Bennett

AVAILABLE AND EARNED AWARD FEE MATRIX

NNG06EB68C – ADNET

Period 4

July 1, 2008 through June 30, 2009

PERFORMANCE EVALUATION CATEGORY	AVAILABLE FEE		EARNED FEE	
	Percent	Dollar	Percent	Dollar
Technical Performance/ Program Management	60	\$1,847,095	94%	\$1,736,269
Cost Performance	25	\$769,623	95%	\$731,142
Business Management Performance	15	\$461,774	96%	\$443,303
TOTAL *Weighted Average	100	\$3,078,492	95%*	\$2,910,714